

Cantor, Howard

From: Cantor, Howard
Sent: Wednesday, February 19, 2014 3:52 PM
To: (b)(6)
Subject: RE: Dude.....

Sounds good. Safe and fun travels.

Howard Cantor
Deputy Regional Administrator
US EPA Region 8
(303) 312-6308

From: (b)(6).com]
Sent: Wednesday, February 19, 2014 3:41 PM
To: Cantor, Howard
Subject: Re: Dude.....

One wag (not me) said it was (b)(6) wanting to leave his mark on the region. Dinner sounds good (b)(6)
[REDACTED]
[REDACTED]
back in time for (b)(6) party (you may still be in denial about that (b)(6) (b)(6)
[REDACTED]

(b)(6)

On Feb 18, 2014, at 3:14 PM, Cantor, Howard <cantor.howard@epa.gov> wrote:

I only wish it was all amusing. However, I can't wait to hear your material. Maybe we can find an evening when you can do a stand up routine for me.

Seriously, I'd love to grab dinner with you (b)(6) If you're interested, let me know a couple of dates that work.

Great seeing you.

Howard

Howard Cantor
Deputy Regional Administrator
US EPA, Region 8
Phone: (303)312-6308

From: (b)(6)
Sent: Tuesday, February 18, 2014 2:19:16 PM

To: Cantor, Howard

Subject: Dude.....

I see you to share pleasantries and 'how are yous' and you don't lead with this? I'm so overwhelmed with material, I can't even make a joke. And that's saying something. Glad I'm not there to be on the suspect list, tho I like to think I was more creative than that. Uggghh. Need to go check my shoes now. (b)(6)

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

Importance: High

**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
REGION 8**

1595 Wynkoop Street
DENVER, CO 80202-1129
Phone 800-227-8917
<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed//
Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The

RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.